




Skill-based Intelligent HCM

Email

Phone

A man in a dark suit and tie is shown from the chest up, holding a stack of papers. The image is semi-transparent and serves as a background for the text on the left side of the slide.

Company is a shift in  
thinking about people,  
positions, and matching

## TODAY

We look at matching between  
people and positions

*Cost: \$4,000 to recruit a position, 42 days on average to fill, many good candidates filtered out due to lack of fit to job description, many hires leave in under one year*

## TOMORROW

We will look at matching between  
skill-sets and jobs

*Value: faster route to suitable candidates, better matching to ensure longer staffing, no false-negative filtering*

# COMPANY IS FOCUSED ON HARD SKILLS



**Soft skills are not  
measureable**

These are people-skills: chemistry, personality, leadership and more.



**Hard skills are  
measureable**

These are technical skills: programming languages, engineering ability, and more.

# WHAT IS THE DIFFERENCE?



## SIMPLE

**If a skill fits a job, it's a go**

*In the "old way", a person who has many skills, had to fit a position, which is an amorphous description and may include many job responsibilities. This is complex. It has many points of possible failure*



## MEASURABLE

**Skills can be self-measured, or assessed by hiring managers**

*People are not easily measurable. They are complex.*



# HOW DOES IT WORK?



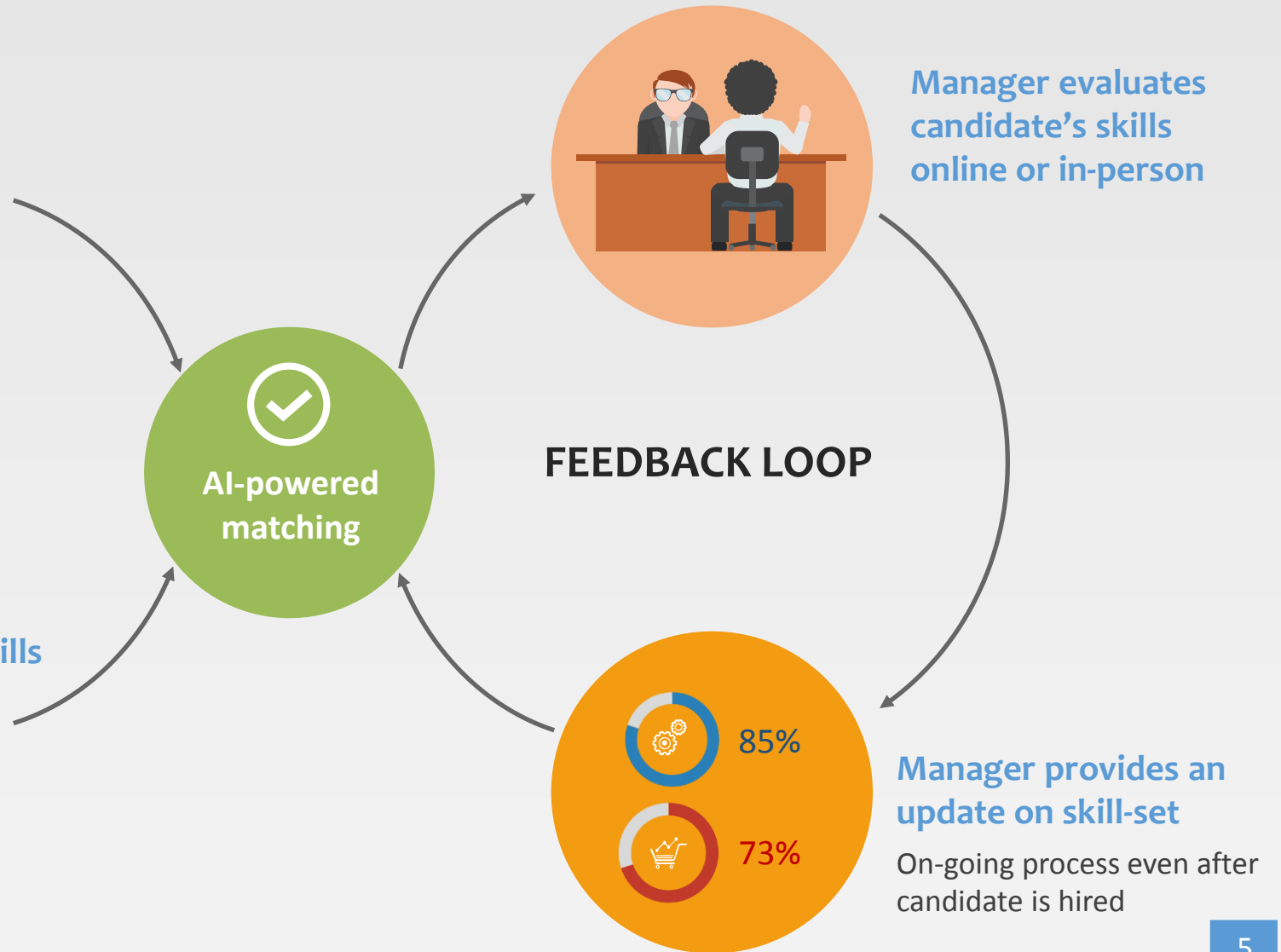
## Candidate self-evaluates skill-set

Chooses up to five skills and rates his level in each from 1 to 5.



## Company seeks someone to perform a job with required skills

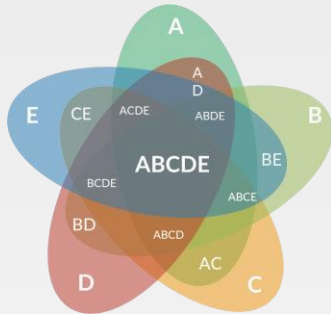
Each skill has a required level of expertise from 1 to 5.



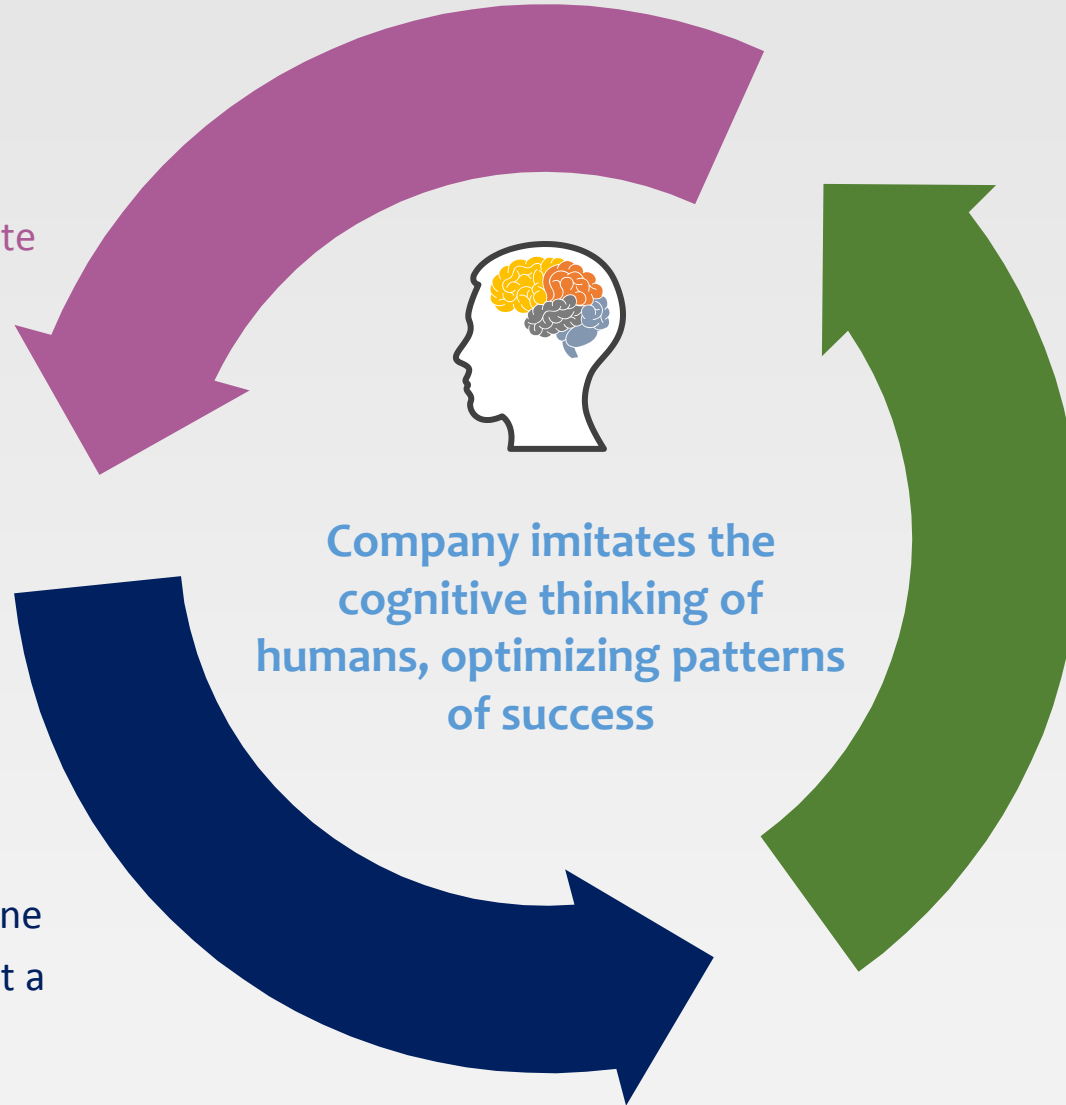
# THE AI MATCHING SYSTEM



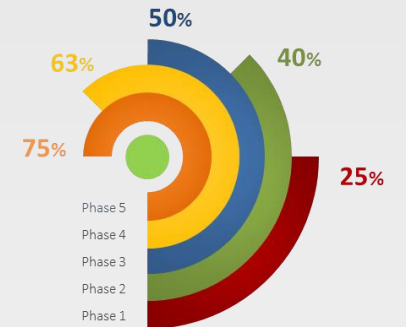
All data points relating to the candidate skills are dynamically extracted



The proprietary AI sorting and machine learning algorithms accurately predict a candidate's match for a job.



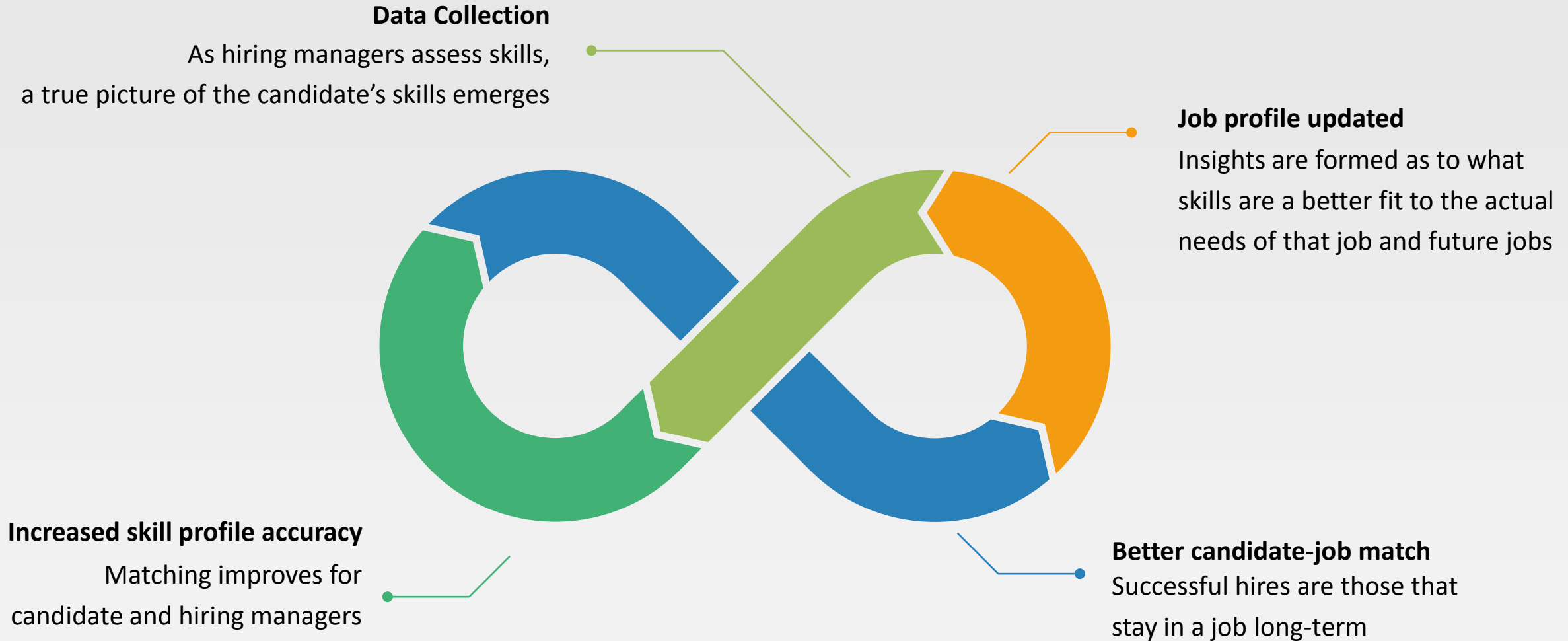
Company imitates the cognitive thinking of humans, optimizing patterns of success



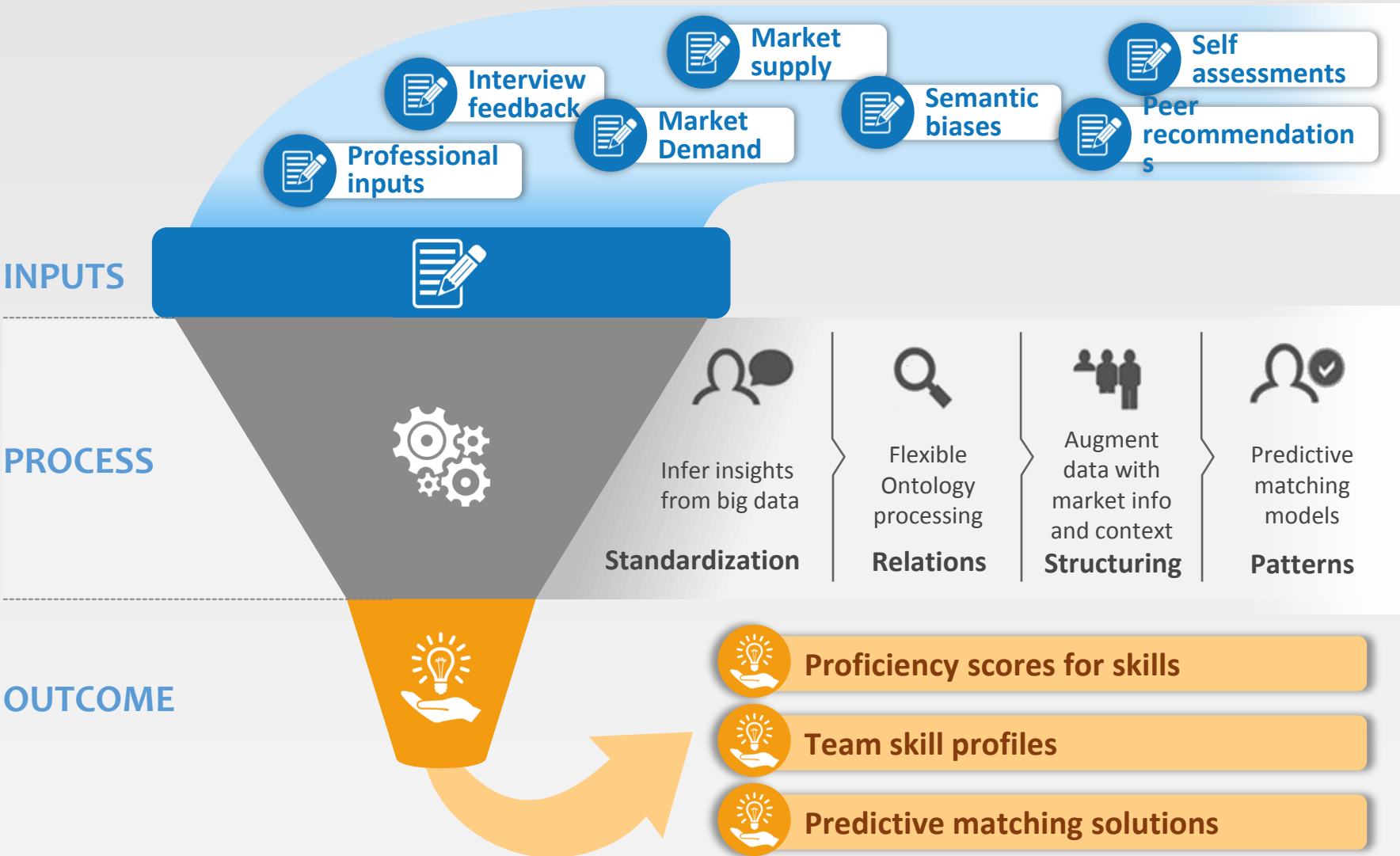
Each interaction creates a better ranking for the next interaction with any open job.



# FEEDBACK LOOP ALGORITHM



# THE INNOVATION





# THE WAY TO MAKE THIS WORK

## POPULATE CANDIDATE DATABASE

By partnering with technical outsourcing companies, acquiring resume DBs, or online advertising

01

*In pilots with outsourcing companies 24% of candidate registered to the system to date*

## BUILD DATA AND INSIGHTS

On the skills needed and the process

02

## UP-SELL TO CORPORATE MANAGERS

As a full skill-based human capital management platform

03



# PAID PILOT WITH ONE1 - TESTIMONIAL

[Insert  
Image Here]

**NAME**

*Company SVP Professional services &  
Company CEO*

“

With Company, we've seen  
Great ROI in finding the right  
candidates for the right job.

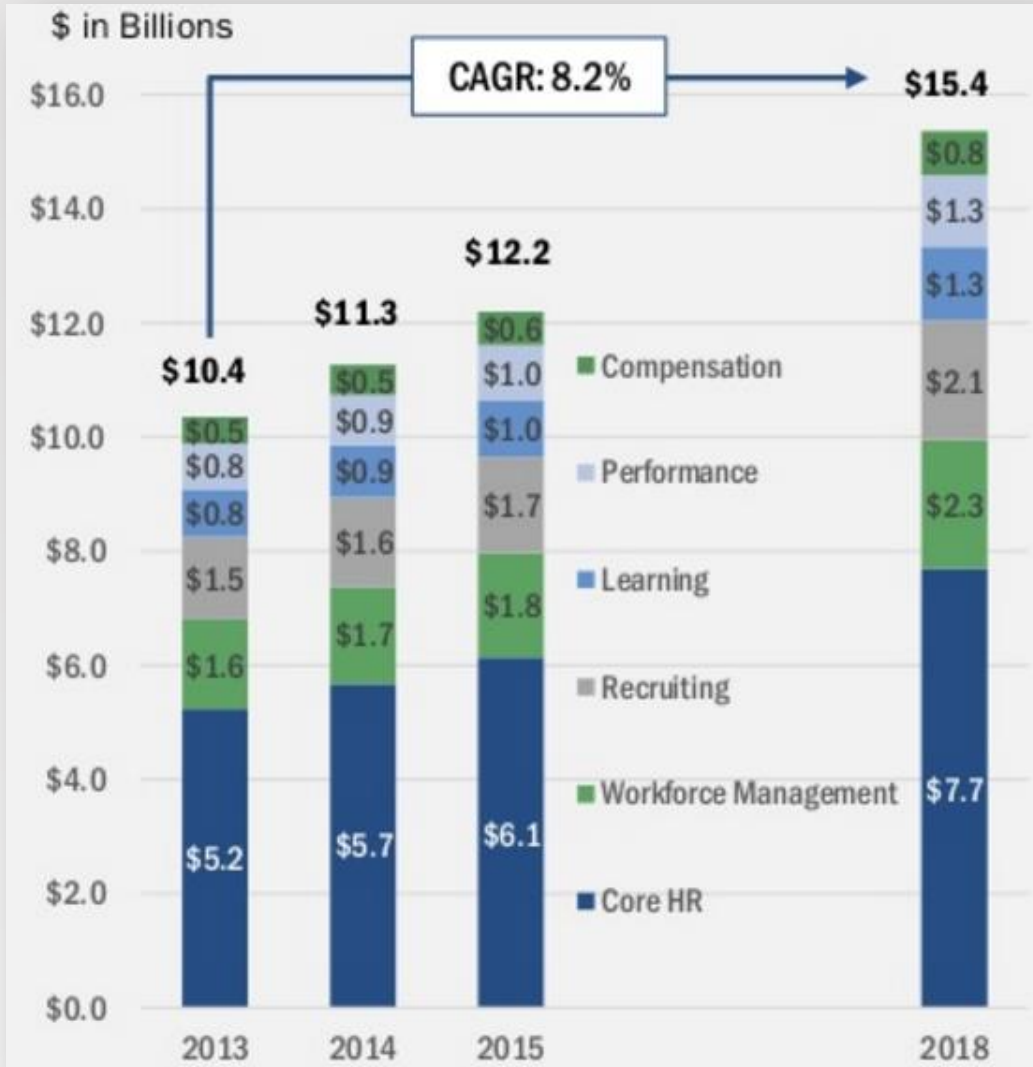
”



# RECRUITMENT IS JUST THE TIP OF THE USE-CASE “ICEBERG”



# THE CURRENT MARKET CONDITIONS



Global market size for HCM  
is \$14 billion in 2017,  
growing at a brisk pace of  
8.2% annually.

Source: Gartner, IDC, (via [Shea & Company](#)), [Apps Run the World](#)



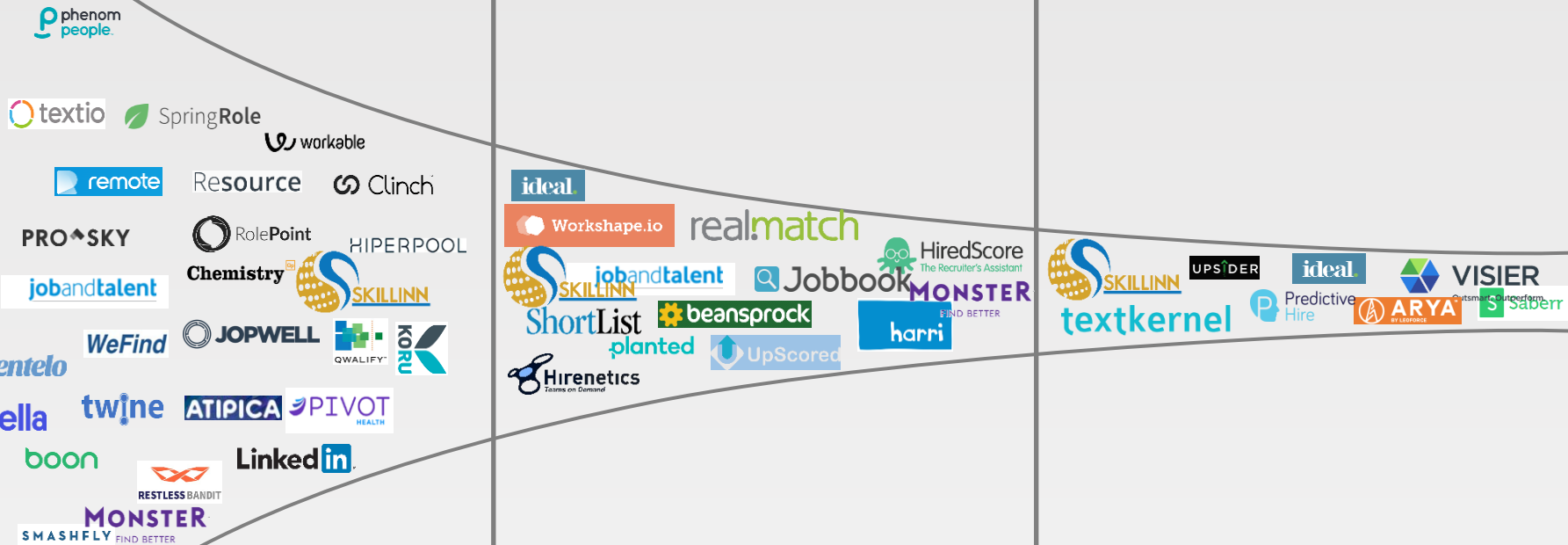
# COMPETITIVE LANDSCAPE

## Talent Discovery

## Matching Systems

## AI-enabled

## Feedback loop



Companies that enable finding suitable candidates based on a set of parameters

Companies that focus on improving the fit of candidates to jobs

Companies that focus on improving the fit of candidates to jobs



# COMPANY'S UNIQUE OFFERING



## THE FEEDBACK LOOP

**On-going interaction for improved ranking**

*Company is the only system that offers constantly improved ranking and matching based on real feedback from the recruitment and management process*



## CROSS-COMPANY TALENT REDISCOVERY

**Discover new information on previous candidates**

*Company's ranking is shared between companies, hence a recruiter can discover new skill rankings on existing candidates even if they did not interview for that skill in his company.*

# THE FOUNDING TEAM



## NAME

*CEO & Co-Founder*

12 year veteran in strategy and business development.

Experience in product sales, marketing, and recruiting technical engineers.

Vast experience in building and managing R&D centers for multinational companies, such as Company, Company, and Company.



## NAME

*CTO & Co-Founder*

Serial entrepreneur: Company, Company software, Company.

Experience in leading large and complex software systems as VP R&D.

Specializes in technology consulting and software architecture

Company Regional evangelist and Company ALM Ranger.



## NAME

*Advisory Board*

Founder and CEO of Company.

Serial entrepreneur Company, Company / Company , Company , Company , and others.

Ex Director at the CTO office of Company . Managed the security of Company.



# AI CONSULTANTS

[Insert  
Image Here]



## PROF. NAME

*Artificial Intelligence & Deep learning*

Research area - Big Data, Data Mining, Text Mining, Computational Biology, Patter Recognition.

[Insert  
Image Here]



## PROF. NAME

*Algorithm & Machine learning*

Research area - machine-learning algorithms for sequence analysis, Comparative genomics, computational virology.





# PROGRESS TO DATE

COMPANY

2016

FOUNDATION



1/2016 - Graduated from Company accelerator

6/2016 - Graduated Company



7/2016 - Launched MVP

1/2017 - Expanded team to 5 employees



2/2017 - Pilots launched with Company ,  
Company , Company , and Company

4/2017 - Database of 200K job seekers



# Logo.

Contact us for more information!



Email



Phone



Website

